

**It Doesn't Come with a Title: Uncommon-Practice Leadership**

How do you lead people who don't report to you, plant seeds for success, or get results when you don't have the title or authority? Or even if you do, how do you get results in this new era of work? The answer is uncommon-practice leadership. It's not your position that gives you power – it's your behavior. Discover uncommonly displayed behaviors that create positive influence, enhance results, and initiate natural followership.

Immediately apply four cornerstone behaviors:

1. self-alignment
2. possibility seeds
3. soul courage
4. winning philosophies

Reduce mistakes that may be hijacking your effectiveness, eroding your career, business, or professional growth.

- Discover a new kind of leadership – one that doesn't come with a title
- Differentiate yourself as an uncommon-practice leader and positively impact your influence, results and future
- Gain insight into winning behaviors that can be utilized with any staff approach.

**This month's facilitator: Nan Russell, Author and Professional Speaker**

**Facilitator: Nan Russell** found that even a Stanford degree didn't protect her from being fired from her first professional job. From minimum wage employee to Vice President of a multi-billion dollar company, Nan learned the hard way what it takes to survive and thrive at work. Now she's helping others avoid the mistakes she made, sharing her real-world perspectives of what does and doesn't work at work.

Currently living a life dream to live and write from the mountains of her native Montana, her *Winning at Working Column* is found in over 90 publications. Nan is a sought after motivational speaker, workplace consultant, and the author of three books, *Hitting Your Stride*, *Nibble Your Way to Success* and the most recent, *The Titleless Leader: How To Get Things Done When You're Not in Charge*. She is also a blogger for Psychology Today on workplace issues and a job loss recovery expert for job-hunt.org.

Monthly *Blueprint for Business Success* brown bag sessions feature business professionals facilitating informative discussions. Attend to receive relevant information, opportunities to ask questions of the professionals, and network with peers.

**Who should attend?** Employers interested in growing and evolving more effective organizations. Why?

- Utilizing all available resources to operate and grow makes for smart business.
- Exchanging ideas, insights, and real-world solutions directly impacts your bottom line.
- Making better decisions quickly requires more and better information
- Engaging and energizing your staff helps make your business more successful.

**Date:** Wednesday, November 14, 2012  
**Time:** Noon – 1:00 pm  
**Location:** FVCC Arts & Technology Bldg, Room 139  
**Cost:** No cost!  
**RSVP:** Terri Haueter, 758-6279 or [thaueter@mt.gov](mailto:thaueter@mt.gov)